https://www.slideshare.net/100003168612610/ob-model

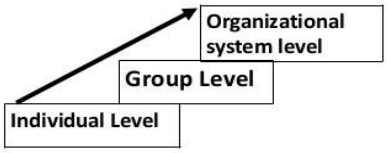
OB MODEL

Organizational behavior model is a basic structure that shows the relations between variables at different levels in the organization.

Organization analyze behavior of employees into three basic levels known as OB Model. They are :-

1. Individual Level
2. Group Level
3. Organizational system Level

OB Model



Individual Level

- Complex level because employees has different psychology
- Orgn are the purposeful association of individuals.
- Analyze the characteristics & behaviors of employees and thought processes that are attributed to them.

such as:-

- motivation,
- Perception
- Personality
- values and morals
- Emotions
- level /amount of stress etc.

Mainly here we add to our understanding of behavior in organization.

SHOUT
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Challenges at the Individual Level

- Individual Differences
- Job Satisfaction
- Motivation
- Empowerment
- Behaving Ethically

Group Level

- Give rise
- Most of individual work in a group. So, group is defined as two or more individuals ,interacting and interdependent , who has come together to achieve particular objectives. (Formal or informal)
- The structure of orgn along with giving rise to basic orgn culture at orgn system level, also determines the basic type and trust in leadership at group level.
- The trust of leadership and the trust on employees then determines the structure of groups in which the employees are to work.
- The quality of leadership is directly related to the quality of decision making

The building block of the following:-

- Group structure
- Communication
- Decisions
- Conflict
- Work teams
- Orgn politics
- Power

The structure of group can lead to conflict and phenomena like power game and politics. So, better the system's policies better will be the running of an orgn.

Challenges at the Group Level

- Working With Others
- Workforce Diversity:- differences among people by age, sex , gender ethnicity, physical abilities, disabilities.

Organizational system Level

❖Level at which initial policies, rules and regulation are formed

❖ serves as the building block of an orgn structure and culture which has direct impact on human output which further has different variables

- ❖Productivity
- ❖Turnover
- ❖Satisfaction
- ❖Deviant work place behavior

focus

❖ how people structure their working relationships as well as on how orgn interact with

❖External environment forces major variable for analysis are:-

- Orgn structure
- Culture
- Power and politics
- Change and development

Challenges at the Organizational Level

- Productivity
  - A performance measure including effectiveness and efficiency.
- Developing Effective Employees
  - The achievement of goals
- Efficiency of employees
  - The ratio of effective work output to the input required to produce the work
- Putting People First
  - Putting people first generates a committed workforce and positively affects the bottom line.
  - People will work harder when they feel they have "more control and say in their work."
- Global Competition
- In recent years, businesses have faced tough competition from other countries
- For survival they had to reduce costs, increase productivity, and improve quality
- Managing and Working in a Multicultural World

So in conclusion,

We can say that, each level is constructed upon the previous. Group concepts grow out from the foundation of individual section. We overlay structural constraints on the individuals and group in order to arrive at organizational system level. First OB model focuses on the individual level then group level and then towards orgn system level. These three levels are linked to a great deal and have a deep impact on each other, starting / moving from individual level to the organizations system level and running side by side are the personal characteristics of the employees. And having right policies with people of right attitude and psychology and right execution can lead to a smooth running profitable organization.

(oB is just one of the determinants of orgns growth and profitability)

https://www.myorganisationalbehaviour.com/five-models-of-organisational-behaviour/

Five Models of Organisational Behaviour

The five models of organisational behaviour are the:

- autocratic model,
- custodial model,
- supportive model,
- collegial model and
- system model.

Autocratic model

Autocratic model is the model that depends upon strength, power and formal authority.

In an autocratic organisation, the people (management/owners) who manage the tasks in an organisation have formal authority for controlling the employees who work under them. These lower-level employees have little control over the work function. Their ideas and innovations are not generally welcomed, as the key decisions are made at the top management level.

The guiding principle behind this model is that management/owners have enormous business expertise, and the average employee has relatively low levels of skill and needs to be fully directed and guided. This type of autocratic management system was common in factories in the industrial revolution era.

One of the more significant problems associated with the autocratic model is that the management team is required to micromanage the staff – where they have to watch all the details and make every single decision. Clearly, in a more modern-day organisation, where highly paid specialists are employed an autocratic system becomes impractical and highly inefficient.

The autocratic model is also a detractor to job satisfaction and employee morale. This is because employees do not feel valued and part of the overall team. This leads to a low-level of work performance. While the autocratic model might be appropriate for some very automated factory situations, it has become outdated for most modern-day organisations.

Custodial model

The custodial model is based around the concept of providing economic security for employees – through wages and other benefits – that will create employee loyalty and motivation.

In some countries, many professional companies provide health benefits, corporate cars, financial packaging of salary, and so on – these are incentives designed to attract and retain quality staff.

The underlying theory for the organisation is that they will have a greater skilled workforce, more motivated employees, and have a competitive advantage through employee knowledge and expertise.

One of the downsides with the custodial model is that it also attracts and retains low performance staff as well. Or perhaps even deliver a lower level of motivation from some staff who feel that they are "trapped" in an organisation because the benefits are too good to leave.

Supportive model

Unlike the two earlier approaches, the supportive model is focused around aspiring leadership.

It is not based upon control and authority (the autocratic model) or upon incentives (the custodial model), but instead tries to motivate staff through the manager-employee relationship and how employees are treated on a day-to-day basis.

Quite opposite to the autocratic model, this approach states that employees are self-motivated and have value and insight to contribute to the organisation, beyond just their day-to-day role.

The intent of this model is to motivate employees through a positive workplace where their ideas are encouraged and often adapted. Therefore, the employees have some form of "buy-in" to the organisation and its direction.

Collegial model

The collegial model is based around teamwork – everybody working as colleagues (hence the name of the model).

The overall environment and corporate culture need to be aligned to this model, where everybody is actively participating – is not about status and job titles – everybody is encouraged to work together to build a better organisation.

The role of the manager is to foster this teamwork and create positive and energetic workplaces. In much regard, the manager can be considered to be the “coach” of the team. And as coach, the goal is to make the team perform well overall, rather than focus on their own performance, or the performance of key individuals.

The collegial model is quite effective in organisations that need to find new approaches – marketing teams, research and development, technology/software – indeed anywhere the competitive landscape is constantly changing and ideas and innovation are key competitive success factors.

System model

The final organisational model is referred to as the system model.

This is the most contemporary model of the five models discussed in this article. In the system model, the organisation looks at the overall structure and team environment, and considers that individuals have different goals, talents and potential.

The intent of the system model is to try and balance the goals of the individual with the goals of the organisation.

Individuals obviously want good remuneration, job security, but also want to work in a positive work environment where the organisation adds value to the community and/or its customers.

The system of model should be an overall partnership of managers and employees with a common goal, and where everybody feels that they have a stake in the organisation.

Table of five models of OB:

	Autocratic	Custodial	Supportive	Collegial	System
Basis of Model	Power	Economical Resource	Leadership	partnership	Trust Community Understanding
Managerial Orientation	Authority	Money	Support	Teamwork	Caring Compassion
Employee orientation	Obedience	Security & Benefit	Job & Performance	Responsible Behavior	Psychological Ownership
Employee Psychological Result	Depends On Boss	Depends On Organization	Partnership	Self Discipline	Self Motivation
Employee Needs met	Subsistence	Security	Status & Recognition	Self Actualization	Wide Range
Performance result	Minimum	Passive Cooperation	Awakened Drives	Moderate Enthusiasm	Passion Commitment Organizational goals
Example	Defense Team	Garments Factory	Software Firm	Social Organization BADHON	Some Corporate Firm

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